CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

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C A U T
B U L L E T I N

1. THE ANNUAL MEETING, 1954

The Annual meeting of the Association was held at the University of Manitoba on June 2nd and was presided over by the retiring President, Professor F.S. Howes. It was preceded by a Council Meeting which comprised representatives of twelve local associations on campuses throughout the Dominion from the University of British Columbia on the west to the Memorial University of Newfoundland on the east. The minutes of the Council Meeting have been made available to the executives of the local associations, while those of the Annual Meeting have gone out in quantity for distribution to all members of local associations.

Along with the minutes of the Annual Meeting went copies of Professor Howes' Presidential Address on The State of the Profession. Your present Executive would like to urge all members who have not already done so to read and ponder this splendid Address. It portrays in crystal clear focus a number of the major issues which are facing the university teaching profession in Canada.

The Council would like to take this opportunity of acknowledging, on behalf of the Association, the imaginative and tireless effort which Professor Howes devoted to the furtherance of the Association's interests during his two years as President. Under the inspiring direction first of Professor Knox of Queen's and second of Professor Howes, the foundations of the Association have been well and truly laid.

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2. COUNCIL MEETING

Your Executive Council took advantage of the attendance of CAUT personnel at a conference arranged by the Humanities Research Council to hold a meeting in Ottawa on November 21st. The minutes of this meeting have been made available to the Executives of the local associations. Eleven persons (nine members of the Executive and two observers) were present from ten Canadian campuses. The group took part in discussions which lasted seven hours, including a luncheon meeting. In spite of the absence of representation from a number of local associations both great and small, there was general agreement that the meeting, inexpensively arranged, was well worth while.

The observers, most welcome additions to our numbers, came from the University of Western Ontario and Mount Allison. It is to be hoped that local associations will be established on these and a number of other campuses before too long, and that, by affiliation, their representatives will be able to take part in Council discussions as full-fledged members.

Among the items considered and dealt with by Council were: (a) Progress of local committees; (b) the relationship of CAUT with other associations such as the International Association of University Professors and Lecturers, the American Association of University Professors, and the proposed Commonwealth Association of University Teachers; (c) formulation of plans for the Annual Meeting; (d) establishment of an Association Library; (e) a number of communications; (f) the possibility of having the Bulletin and other materials of CAUT printed; and (g) the closely inter-related topics of local affiliation and national finance.

3. AFFILIATION, VOTING REPRESENTATION, AND CAUT FINANCE

Item (g) in the previous paragraph will be called more specifically to the attention of local associations prior to the next Annual Meeting. An outline of the points raised for discussion at the Ottawa meeting may very

properly be given at this time.

Council members expressed dissatisfaction with the present basis for the affiliation of local associations with CAUT and for voting representation at the Annual Meeting. They also expressed dissatisfaction over the present allocation of the costs of CAUT.

The Council engaged in a lengthy discussion of these matters, the discussion centering largely around a Memorandum put forward for consideration by the Manitoba Association and entitled "Suggestions About CAUT Fees, Budgeting and Expenditures". Copies of this Memorandum are being made available to local Executives.

Your attention is especially directed here to the action of Council (described in detail in Minute 6 of the Ottawa meeting). Council agreed on two general points:

(1) That any local association with ten or more members might affiliate with CAUT, with voting representation at the Annual Meeting of one attendant vote for each twenty-five local members or fraction thereof; and

(2) That a budget of the proposed annual expenditures of CAUT be prepared, circulated to the locals, and considered at the next Council meeting as a basis for determining the pro rata contributions of local associations.

Will members of local associations kindly accept this as notice that they will be asked well in advance of the Spring meetings to consider important questions concerning the strccture and finance of CAUT.

4. ESTABLISHMENT OF A NATIONAL OFFICE

Closely associated with matters of structure and finance is the question of the establishment of a permanent national office for CAUT with a permanent officer in charge on either a full or part time basis. Premature action is to be avoided. Nevertheless, there are persons of unquestioned good judgment in CAUT who seriously doubt whether the Association can made adequate contribution to

Canadian academic life without the application, beginning at an early date, of more continuous effort than can reasonably be expected on a voluntary basis. The financial implications of any change toward a permanent establishment are such that no step should be contemplated without the fullest consideration and agreement on the part of local associations.

This is not to be taken as a notice of motion but merely as an intimation of the existence of a question which may require early discussion and decision.

5. PROFESSOR BUCKLEY'S PAPER AND AN AMERICAN COUNTERPART

A paper was prepared by Professor K.A.H. Buckley, Professor of Economics at the University of Saskatchewan, and presented to the Annual Meeting of the Association in Winnipeg in June. The paper is entitled: "The Declining Status of the University in the Canadian Community", and it has received wide and favourable attention. It is especially called to the attention of those who were unable to hear its presentation in Winnipeg.

An article in the AAUP Bulletin, Spring, 1954, which came to hand well after the June meetings of our Association, indicates clearly that our American colleagues are facing pressures on status very similar to those described by Professor Buckley for Canada. The article in the AAUP Bulletin is by Professor William D. Grampp and is entitled "A Standard of Occupational Equivalence for Academic Salaries".

Professor Grampp's article is based on a report of the Committee on the Economic Status of the Profession (Grampp, Chairman) of the Chapter of the AAUP at the Chicago Undergraduate Division of the University of Illinois. The Report was approved by the Chapter and submitted to the university administration for its consideration in preparing future budgets.

Professor Grampp argues that the market gives no assurance that university salaries will keep pace with changes in the value of money or with increases in nation-

al productivity. He states that the total real income of the United States increases at approximately 3 per cent per year, or at a rate which would double it in about twenty-four years. Thss increase in productivity increases the ability of the community to support education even more than proportionately.

While total real income of the United States increases 3 per cent per year the increase per employed person is approximately 2 per cent per year. Nevertheless the author argues that the real income of university personnel should be permitted to increase by the higher figure of 3 per cent and this for four reasons:

(1) Academic employment does not provide fringe benefits comparable to those obtainable commonly in modern industry;
(2) No appreciable lessening of the effort in teaching has been secured by the development of labour saving devices;
(3) The teaching year of the conscientious university teacher is long and even holidays are employed in productive effort;
(4) The long and costly preparatory period necessary for academic life has its counterpart in a short working life.

Professor Grampp's article is primarily concerned with the continuing increase in real productivity and not with any lag which may have resulted in academic salaries associated with productivity increases in the past.

Both Professor Buckley's paper and Professor Grampp's article (if available) are commended particularly to the attention of the salary negotiating committees of local associations.

6. MEMBERSHIP NOTE

Membership fees for the current year have not yet begun to arrive in quantity. We should like to report the current situation in Saskatchewan. A year ago the Faculty Association introduced the check-off for local dues providing each member with the opportunity of contracting out. Only one or two took advantage of that

permission a year ago and for the current year the local association has one hundred per cent membership. Last spring the local Association voted to have the check-off extended to cover the fee for CAUT on the same basis. The Bursar recently reported that 162 out of a total of 166 potential members of the local Association had authorized the $2.00 deduction from their salary cheques which qualifies them as paid-up members of CAUT for 1954-55.

7. INCOME TAX GUIDE

Professor Kenneth Byrd, who two years ago prepared an Income Tax Guide for Canadian University Teachers, has kindly agreed to revise this work and bring it up to date. It is expected that the new Guide will be available in time for use in the preparation of 1954 income tax returns. Distribution will be made through the local associations as formerly.

8. ANNUAL MEETING, 1955

Present plans are to hold the Annual Meeting in Toronto on Monday, June 6, 1955. The Executive Council proposes to meet on June 5 and 6. Ample notification will be provided as these tentative plans become more definite.